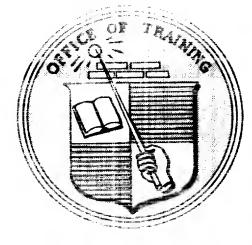
CONFIDENTIAL

OFFICE OF TRAINING BULLETIN

NUMBER 20



November 1956

JOB NO. 78-06370A

BOX NO. ____/__

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TABLE OF CONTENTS

SOLILOQUY FOR SUPERVISORS	
From the desk of Matthew Baird, Director of Training	1
NEWS	2
COURSES, ACTIVITIES, AND PROGRAMS	
Americans Abraad —	8
Basic Country Survey — Germany Integrated Russian Program (Phase 11)	9
Special Lecture Series: Sphere of Indian Influence in Southeast Asia	10
Special Lecture Series In the Major Languages of the World	11
Noontime Movie Program	14
SELECTION OF AGENCY CANDIDATES TO ATTEND SENIOR DEFENSE COLLEGES AND OTHER QUOTA SCHOOLS	
By Chief, Plans and Palicy Staff/ OTR	17
REGISTRAR'S REMINDERS	20
OTR AND AGENCY TRAINING OFFICER DIRECTORIES	23

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Soliloguy for Supervisors *

(With apologies to Hamlet and Shakespeare.)

That is no problem. Surely 'tis wiser in a Chief To spot well in advance his training needs, And by a prudent plan fulfill them.

The slings and arrows of outrageous fortune Fall not by chance alone: they land the most Upon the heads of those who close their eyes And say, "We have no time to train—We have too much to dol" "Too much to do,"—Aye, there's the rub, for while the poor souls struggle hard To do their daily work, they fall behind, Their errors mount, their frantic efforts fail, And soon they are immersed up to their ears, Within a very sea of woe.

-Manes Spector

* From Personnel Administration magazine, page 21, Sept. - Oct. 1956 edition

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NEWS

HAVE YOU A QUESTION CONCERNING LAN-GUAGE AND AREA INSTRUCTION?

Questions regarding policies, procedures, and substance concerning language and area instruction should be directed to those Language and Area School/OTR offices listed in the OTR and Training Officer Directories section of the OTR Bulletin.

Individual class instructors in the Language and Area School include Contract Employees and personnel from other offices assisting the Office of Training in the conductof instruction; they are less able than LAS staff members to give authoritative answers to your questions.

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OTR BIBLIOGRAPHIES AVAILABLE TO YOU

Copies of the following specially prepared bibliographies are available and may be requested through your Training Officer, or by calling the Chief, OTR Library, extension

Espionage - A Selected Bibliography of Books in German and English, TR RM No. 0-531, 10 pages,
Unclassified, October 1956; A Selected Reading List of Economic
Conditions in Ceylon, China, Formosa, India, Indonesia, Japan, and
Pakistan, TR RM 0-530, 13 pages,
Unclassified, September 1956; Cover
Stories (Selected excerpts from
books), TR RM 0-520, 14 pages, Secret, July 1955.

SELECT PUBLICATIONS AVAILABLE TO YOU

The OTR Library has a number of select publications on the subjects of communism, espionage, guerrilla warfare, resistance, and survival.

You may request copies by calling the Chief, OTR Library, extension

They are unclassified. 25X1A

Titles include:

Answer Please Questions for Communists by Stephen Naft

The Strategy of Communist Infiltration-The Case of Czechoslovakia by Ivo Duchacek

It Takes a Russian to Beat a Russian by Wallace Carroll

A Partial Documentation of the Sorge Espionage Case - USA/FEC

Guerrilla by Samuel B. Griffith

Guerrilla Warfare-The Organization

and Employment of Irregulars by
the Greek General Staff

<u>Guerrilla Warfare</u>(translation from the Chinese) by Mao Tse-Tung

Operations Against Guerrilla Forces - Special Text 31-20-1, Infantry School, Fort Benning, Georgia Of Resistance by Julian Amery

Resistance Movements in the War by 25X1A Colin Gubbins



* * * * * *

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CABLE & DISPATCH REFRESHER TRAINING GIVEN 36 OSI PERSONNEL

OTR CONDUCTS SPECIAL PRESENTATION OF WRITING WORKSHOP FOR

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Special cable and dispatch refresher training recently was given 36 members of the Office of Scientific Intelligence. In September

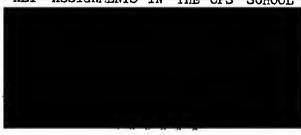
Administrative Training instructors, held two special classes requested by OSI.

Each class consisted of three morning sessions, the first two concerned cables and the third, dispatches. Message writing techniques; the Agency's cable format; dispatch subject; and contents and format were explained in detail. Class work was based on current cable traffic and dispatches of interest to OSI.

Requests from components interested in such special presentations should be directed to Chief, Intelligence School/OTR, extension

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KEY ASSIGNMENTS IN THE OPS SCHOOL



will present a special running of the Writing Workshop Beginning 31 October 1956. Sessions will be held Wednesday and Friday afternoons for five weeks, at 1717 H Street.

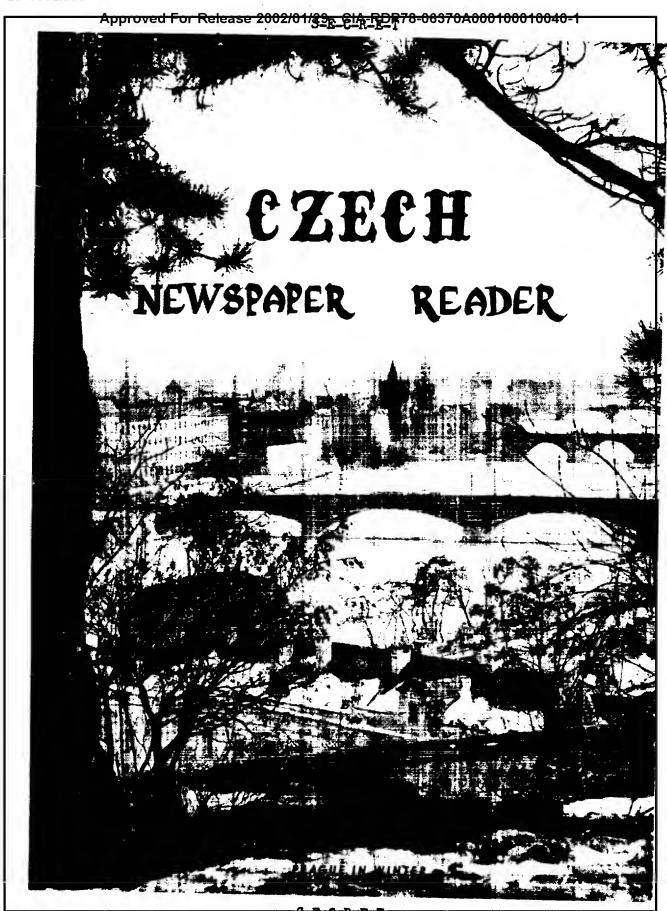
Content of this special presentation remains the same as in regular classes: generally, a short review of writing fundamentals, with a look at the most common writing pitfalls.

During the 30-hour course students work on material from their jobs, and do standard exercises in accuracy, conciseness and clarity of expression.

Dates for regular presentations of the <u>Writing Workshop</u> courseare available to you in the <u>Intelligence School</u> <u>Long-Term Schedule</u>, OTR Catalog.

Components interested in special presentations may direct inquiries to Chief, Intelligence School/OTR, extension

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CZECH NEWSPAPER READER PUBLISHED --SECOND IN FOREIGN LANGUAGE SERIES

Language and Area School/OTR, has just published the Czech Newspaper Reader, unclassified. For use in intermediate and advanced classes, it consists of a compilation of articles, printed items, and cartoons from current Czech newspapers and journals, representing the fields of sociology, economics, politics, sciences, sports, the arts and other items of intelligence interest.

Produced by photo offset process, it contains 70 pages, and is styled in the popular "pocket book" size; type is "blown-up" to about twice original newspaper size.

The Czech Newspaper Reader is the second of a series being produced by the Eastern Studies Staff/LAS to remedy the lack of commercial texts with "area" type materials and readings of special interest to intelligence personnel. There are in preparation Slovak and Polish newspaper readers. Eventually, Hungarian, Bulgarian, Serbo-Croatian and Albanian readers will be produced.

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You may request a copy of the Czech reader by calling extension

CLERICAL SKILLS QUALIFICATION TESTS SCHEDULED FOR NOVEMBER AND DECEMBER

Clerical Skills Qualifications
Tests in shorthand and typewriting,
administered to on-the-job employees
who must meet Agency standards, will
be given every other Tuesday during
November and December as follows: ->

6 November 20 November 4 December 18 December

(Typewriting: 1315 hours Shorthand: 1400 hours)

These tests are given in Room 2300, Alcott Hall, second floor, Wing C.

Supervisors who wish to have employees tested should get in touch with their Personnel Placement Officers. The officers will arrange for test registration.

Usually, employees who do not meet the Agency clerical skills standards in these tests should be enrolled in the Clerical Refresher Program, which is listed in the OTR Catalog, courses B-12 to B-19.

* * * * * *

IAC AGENCY GUESTS TO BE HOSTED BI-MONTHLY BY OFFICE OF TRAINING AT INTELLIGENCE PRODUCTS EXHIBIT

On 8 November, some 50 members of other IAC Agencies will attend the regularly scheduled showing of the Intelligence Products Exhibit in the R & S Building.

This is a part of a new program for broadening the usefulness of the exhibit. Every two months IAC personnel will be invited to attend so that they may become increasingly familiar with CIA activities.

Invitations are extended to members of other agencies by the components of CIA which deal most closely with them. The coordination of the invitations, including the setting up of quotas, the requesting of security clearances for visitors invited by the non-OTR CIA components, and arrangements for transportation to and from the R&S Building, are handled by the staff of Intelligence Orientation/OTR, extension

* * * * * *

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SEMINARS IN CONVERSATIONAL RUSSIAN NOW OPEN FOR REGISTRATION

Two-hour seminars in conversational Russian begin this month. On successive Wednesdays, 0930 to 1130 hours, native or bilingual instructors will guide two 8-student groups-one at the intermediate and one at the advanced level of proficiency-in informal discussion concerning current events and a variety of other interesting topics.

Language and Area School/OTR, makes the point that, "While those who first apply for the seminars naturally will have preference, a personal interview is required of each applicant in order to determine his or her present proficiency in conversational Russian." Reservations in each of the seminars depend on the interviews, of course.

The seminar schedule follows:

Wednesday: 0930 to 1130 hours
Intermediate:

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Mr. Advanced Mr.

Contact your Training Officer in regard to application. He will arrange for the submission of necessary forms and for your interview with

* * * * * *

NEXT INTELLIGENCE PRODUCTS EXHIBIT SCHEDULED 8 NOVEMBER, THURSDAY

Members of the Agency are invited to attend the Intelligence Products Exhibit, scheduled to be shown in the Auditorium of the Recreation and Service Building on Thursday, 8 November, between 0930 and 1200 hours.

Designed primarily as an integral part of Intelligence Orientation, course B-3 in your OTR Catalog, the exhibit has been found to be of great interest and significance to members of the Agency. The exhibit is unique in that it presents in one room a comprehensive view of the greater part of the intelligence activities of CIA.

* * * * * * *

GUIDANCE TO PREPARATION OF FORM 1025

Training Officers responsible for the preparation monthly of the Individual Training Code Sheet, Form No. 1025 in some instances have reported unnecessary information relative to the student's office of assignment. The blocks in paragraph 2 of Section I and II are to be completed with only two levels of organization shown. Examples:

A student from the Office of Training should be reported as:

Off	Div	
S	TR	

A student from a DD/P area division:

Off	Div	
P	SE	

A student from a DD/I component:

Off	Div	
I	OCR	

Components sponsoring training are reported similarly in Section II, paragraph 2.

Information concerning administration of Form 1025 is available by contacting Chief, Processing Section/OTR, extension

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HANDLING QUANTITATIVE DATA COURSE DEVELOPED FOR ORR ANALYSTS

At the request of the Office of Research and Reports, the Office of Training has initiated a course for ORR analysts: Handling Quantitative Data. The course covers most of the fundamentals of statistics needed in the solution of day-to-day problems faced by Economic Area personnel. Because of this need for specialized training, current overt data are being used to supplement a statistics text and laboratory workbook, and as the course progresses most of the instructional materials will be ORR research data.

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Principal instructor is William C.

Deputy Chief, Language and
Area School/OTR. From time to time,
key officials of ORR will participate in the program.

The course began in "M" Building with 21 students on 9 October and will continue for 30 sessions of 12 hours, meeting twice weekly.

Requests from components interested in such special presentations should be directed to the Chief, Language and Area School/OTR, extension

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INTEGRATED RUSSIAN PROGRAM (PHASE II)

7 JANUARY TO 5 APRIL 1957

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applicants.

The second phase of the integrated program of language and area training in Russian will begin 7 January 1957. Classes will be held six hours a week (Mondays, Wednesdays, and Fridays, 0840 - 1030 hours) for 13 weeks. Applications must be received by the Registrar, Office of Training, on or before 24 December 1956. An interview with the instructor, Room 2605, Wing G, Quarters Eye, extension is required of

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The second phase of this course is designed to increase knowledge of the USSR and to improve the student's knowledge of the Russian language. Lectures and assignments will be based on area materials, including geography, history, economics, politics, literature, art, theory and practice of communism, propaganda, army and navy, and intelligence operations. Whereas the first phase of the program deals primarily with pre-revolutionary Russia, the second phase will deal primarily with Russia and the USSR from 1917 to the present.

A minimum of two years part-time, or nine months intensive, study of Russian, or the equivalent, is a prerequisite to enrolling in this course.

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SPECIAL LECTURE SERIES: 12 OCTOBER TO SPHERE OF INDIAN INFLUENCE IN SOUTHEAST ASIA 21 DECEMBER All CIA personnel interested in gaining additional knowledge on the Sphere of Indian Influence in Southeast Asia are invited to attend the following lectures on Fridays at 1430-1630 hours in Room 117. Central Building. Further information may be secured from 25X1A extension You will, of course, wish to arrange with your supervisor for authorization to attend the lecture(s). SCHEDULE 25X1A 2 November BURMA AND CRYLON THE BUDDHTST WORLD Speaker 9 November MALAYA-INDEPENDENCE Speaker: Pufus Z. Smith, Officer in Charge Malaya Affairs, SEA, Department of State 16 November INDONESIA-WHICH WAY? 25X1A Speaker: Francis T. Underhill, Officer in Charge Indonesia & Pacific Island Affairs, SPA, Department of State 23 November FOOD AND PEOPLE Speaker: OTR 7 December THE COMMUNIST THE COMMUNIST Speaker: OTR 25X1A 14 December FILMS ON THE AREA (1300-1630 hours) 21 December SYMPOSIUM: INDIA - EAST, WEST OR NEUTRAL?

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SPECIAL LECTURE SERIES: IN THE MAJOR LANGUAGES OF THE WORLD 10 OCTOBER TO 1 MAY 1957

All CIA personnel interested in improving their language proficiency and area knowledge are invited to attend a series of foreign language lectures (see <u>Lecture Schedule below</u>) presented <u>Wednesdays at 1530 hours, in room 1016.</u>

Recreation and Series Building. Information regarding the series may be obtained by calling obtain authorization from your supervisor prior to attendance at any one of the lectures.

Recognizing the need for increased knowledge in the language and area fields, the Office of Training is offering this series of lectures to be given in the major languages of the world by CIA personnel. Topics of particular interest, both to analysts and personnel in operations, have been selected. The purpose is twofold: To advance your knowledge of foreign languages; to increase your insight into the understanding of foreign peoples — their patterns of thought and behavior.

A special feature of the program is the amount of attention devoted to the theme "Understanding and Dealing With Foreign Peoples." Individual lecturers will speak on how to understand and deal with the Russians, the Japanese, the Latin Americans, etc. In this way, much of the "know-how" gained by our personnel through years of experience will be transmitted to you. As a result, it is hoped that in your contacts with the different nationalities, both here and abroad, you will be able to establish more effective rapport and attain better results.

Summaries of the lectures, in English, will be provided in the "Understanding and Dealing With Foreign People" talks, and also in a few other instances. The lecture in Arabic, due to the very limited number of Agency personnel able to understand this language, will be given in English with a brief summary following in Arabic.

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SCHEDULE

10 October Japanese

17 October French

24 October German



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Next 1 Page(s) In Document Exempt

NCONTIME MOVIE PROGRAM

NOVEMBER AND DECEMBER

You are invited to attend the various foreign language and English films to be shown in Room 1016 R&S Fuilding, at 1200 hours on the following days. Films of both entertainment and factual types are included. If you enjoy foreign films, desire to improve your language proficiency, or seek additional "area" knowledge, you will find these programs interesting and beneficial. Occasionally if it is impossible to secure a scheduled film, a substitution will be made. For further information, please call Dr.

Please watch your December CTR Bulletin for change in location of film showings, to wing "J", Quarters Eye; room number will be announced later. You will, of course, wish to arrange with your supervisor for authorization to attend those films which require time in excess of your lunch hour.

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5 November Ukrainian language area film: "The Ukraine" C6006 (54 min.)

6 November Tuesday Italian film: "Prelude to Madness" D0058 (90 min.)
Location: Auditorium

7 November Wednesday

Russian newsreels (4) (60 min.)

8 November Thursday English shorts: "Poland Today" E6027 (45 min.); "Reconstruction of Warsaw" H7324 (22 min.); and silent film: "Farms and Towns Along the Denube" B2455. (Total: 90 min.)

9 November Friday

French mystery film: "Savoy Hotel 217" D6242 (90 min.)

12 November Monday Russian area films, English track: "The Urals" 06281 (18 min.) "Northern Eukovina" C6282 (11 min.); "Autumn in Georgia" C6540 (10 min.) "Southern Caucasus" C6544 (8 min. (Total: 47 min.)

13 November Tuesday Polish newsreels and shorts: H6633, J6474, J6619, J6620, E6033, E6035. (Total: 60 min.)

14 November Wednesday Russian feature: "Stepan Razin" P1623 (90 min.)

25X1A

15 November Thursday Serbo-Croatian newsreels: GO813 (10 min.); GO881 (6 min. (2); GO889 (7 min.) (2); E7252 (6 min.) (3); GO824 (9 min. (2); C7477 (9 min.) (Total: 60 min.) Location Auditorium

19 November Monday Russian area films: "Soviet Flack Sea Area" D6100 (37 m In Russian; "Minsk Today" (34 min.) H6619 (In English)

20 November Tuesday Italian film: "Revenge" D0058 (An Italian PCW returns: war) (64 min.)

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21 November Wednesday	Russian newsreels (4) (60 min.)	
22 November Thursday	Chinese short subjects: B6028 (10 min.); B6029 (20 min.); B6030 (20 min.); Total: 50 min.) Location: Auditorium	25X1A
23 November Friday	Japanese teature with English titles: "T was a Prisoner in Siberia" D6244 (90 min.) Location: Auditorium	25X1A
26 November Monday	Russian Area films in English: "Sunday in Leningrad" H6331 (18 min.); "The Volga" H6444 (21 min.); "South Coast of Crimea" E6290 (11 min.); "CBS Travelogue" G7312 (12 min.) (Total: 62 min.)	
27 November Tuesday	Norwegian-English film: "The Fight for Heavy Water" D6173 (90 min.) (British intelligence and Norwegian Underground act against Nazi installations); "King Haakon" D5008 (3 min.)	
28 November Wednesday	Iranian (Persian) shorts: "Teheran" D6386 (26 min.) "Tabriz" M7221 (11 min.); Newsreel H657 (12 min.) (Total: 49 min.)	
30 November Friday	German film: "Top Secret File" D6395 (80 min.) Location: Auditorium (Counter Intelligence in Hitler's Third Reich)	
3 December Monday	Russian area film: "Soviet Georgia" D6381, 60 min.	
5 December Wednesday	Russian film: "Peter the Great" C6234, 90 min.	
6 December Thursday	French film (English titles): "Rezumov" D6176, 98 min. (Story of Czarist Russia's master spy)	
7 December Friday	Czech film: "Anna Proletarka" G6085, 135 min.	
10 December Monday	Russian area film: "Soviet Azerbaidzhan" D6044, 48 min. (English track); "Soviet Armenia" G6250, 5 min. (German track)	25X1A
ll December Tuesday	Chinese film: "The Heroes of Pei Yang Ting" G6225, 103 min. (Chinese track, German narration on Communist 8th Army) Location: Auditorium	
12 December Wednesday	Russian newsreels	
13 December Thursday	Italian film (English titles): "Paisan" D6577, 120 min. (Story of wartime Italy; directed Rossellini)	

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	17 December Monday	Russian area film: "Soviet Uztekistan" D6320, 52 min.
	19 December Wednesday	Russian film: "Sadko" E6306, 90 min. (Film of opera based on Russian folklore)
25X1A	20 December Thursday	Danish film: "Invisible Army" D6120, 90 min. Location: Auditorium (Semi-documentary of Denish wartime resistance and sabotage)
25X1A	21 December Friday	German film: "Story of a Doctor" D1437, 108 min. Location: Auditorium
	27 December Thursday	Russian film: "Donetz Miners" C6390, 90 min.

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SELECTION OF AGENCY CANDIDATES TO ATTEND SENIOR DEFENSE COLLEGES AND OTHER QUOTA SCHOOLS

(By Chief, Plans and Policy Staff, Office of Training, Extension

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The CIA Career Council has recently modified the procedures for the selection of Agency representatives to attend the senior colleges and schools of the Department of Defense and the Advanced Management Course at Harvard University. The revised procedures are being employed this fall for the first time in making nominations to the Director of Central Intelligence of candidates for the next year's sessions. Devised to insure that the best qualified persons are selected as representatives of the Director of Central Intelligence, the new procedures require that Heads of the Career Services review the qualifications of all eligible Career Staff members under their jurisdiction before recommending candidates. Previously, only those individuals who applied were considered for the courses. Now, individuals may apply for consideration as candidates, but they will be in competition with those who are identified by Career Boards as eligible.

SELECTION PROCEDURES

The eligibility of Career Staff employees will be reviewed annually by Career Service Boards. Heads of Career Services will recommend to the Deputy Director concerned those Career Staff employees who are eligible for any one of the instructional programs. The recommendations of Heads of Career Services may or may not include those individuals who have applied to their Career Service Boards. Each Deputy Director will recommend to the CIA Career Council (prior to December of each year) two candidates for each position allocated to the Agency by each school. Principal and alternate candidates for each of the student positions will be recommended to the Director of Central Intelligence by the CIA Career Council in December. The Director of Central Intelligence will make his nominations to the schools from this group.

ELIGIBILITY REQUIREMENTS

Only members of the CIA Career Staff will be considered for selection to attend these schools. Career Staff members who apply or are nominated must be qualified to meet the entrance requirements of the institution involved and be judged capable of achieving the objectives of the training program. Further, attendance by the persons selected in these programs of instruction must be shown to benefit the Agency in their current assignments or assignments proposed for them by their Career Service Boards on completion of the instruction. Qualifications required by the schools and colleges are detailed in the OTR Catalog.

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Individual applications for these courses are made to Career Service Boards on Form 136, or as required by the individual's Career Service Board. All nominations to the CIA Career Council are forwarded in memorandum form.

COURSES AND SCHOOLS

The CIA Career Council determines the external courses or schools whose nominees are to be selected by these procedures. Presently the senior schools and colleges of the Department of Defense and other top level civilian programs have been designated. This is the list of schools and courses with the Agency quotas and usual dates of the course:

SCHOOL	QUOTA	APPLICATION DATE	CONVENES	COURSE DATE
NATIONAL WAR COLLEGE	2	April	August	June
INDUSTRIAL COLLEGE OF THE ARMED FORCES	1	April	August	June
ARMED FORCES STAFF COLLEGE*	1	December May	February August	June Jan.
ARMY WAR COLLEGE	2	February	August	June
NAVAL WAR COLLEGE	1	February	August	June
ADVANCED MANAGEMENT COURSE* Harvard University, Graduate School of Business Administration	1	November June	February September	May Dec.

^{*} Agency candidates for both sessions are named in December.

SCHOOL ENROLLMENTS

The Director of Training is responsible administratively for employees while they are attending these schools, and for their enrollments. In collaboration with him and the Director of Security, the Deputy Directors for Intelligence, Plans and Support each instruct Agency representatives chosen for these schools on the nature and extent of information about the Agency which may be discussed with the faculty and student body at each school.

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SUMMARY

New procedures for the nomination of Agency candidates to top level military and civilian schools insure the consideration of all Career Staff members who are qualified and the selection of the best qualified candidates in the interests of the Agency as a whole.

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continued the continued of these candidates. The regulation and notice will be rescinded in a short time. Agency Training Officers should retain this article, referring also to the procedures established by their Career Service Boards and special memoranda from the Director of Training when candidates are to be selected for these external courses of instruction.

REGISTRAR'S REMINDERS

For information regarding courses and registration procedure, read your OTR CATALOG OF COURSES and the OTR Bulletin, and consult your Training Officer. To register in a course, secure the approval and sponsorship of your supervisor. OTR registration deadline and course dates are as follows: Please check with your Training Officer regarding his special deadline dates for submission of applications within your component.

COURSE TITLE	COURSE NUMBER	REGISTRAR'S DEADLINE	COURSE DATES
Intelligence Orientation	B-3	19 November	26 Nov - 21 Dec
Administrative Procedures	B-4	26 November	3 Dec - 21 Dec
Basic Supervision (GS-9 to 11)	B-7	19 November	26 Nov - 7 Dec
Basic Management (GS-11 to 13)	B-8	3 December	10 Dec - 21 Dec
Clerical Refresher Program	B-12 to 19	12 November	19 Nov - 14 Dec

Pre-testing for the Clerical Refresher Program is scheduled for 15 November in Room 2300, Wing C, Alcott Hall at the following hours:

0900 - 1000 Typewriting 1000 - 1100 Shorthand 1100 - 1200 English Usage

The next Clerical Refresher Program will be held 7 January 1957.

Instructional Techniques	B-20	5	November	12	Nov	_	16	Nov
Party Organization and Operations	C-2	19	November	26	Nov	_	21	Dec
Intelligence Techniques	I-1	19	November	26	Nov	_	21	Dec
Effective Speaking	I-5	26	November	3	Dec	_	21	Dec
Reading Improvement	I-7	3	December	10	Dec	_	1	Feb
("O" course titles are listed only in OTR Catalog 100-1)	0-24	5	November	12	Nov	_	30	Nov
	S-E-C-R-E-T							

AREA TRAINING

Applications for Area Training, Part-Time Language Training, and Integrated Area-Language Program Training must be submitted to the Registrar, Office of Training, at least two weeks prior to the starting date of the course.

25X1A	COURSE TITLE	REGISTRAR'S DEADLINE	COURSE DATES
	Americans Abroad:		
1		19 November	3 December - 7 December Daily 1430 - 1700
	Basic Country Survey:		
25X1A		20 November	4 December - 20 December 3 January - 21 February Tuesday, Thursday 0900 - 1200

FOREIGN LANGUAGE PROFICIENCY TESTS

Rumanian	7 November	German	5 December
Spanish	14 November	Russian	19 December
French	21 November	Swedish	12 December
Serbo-Croatian	28 November		

The Foreign Language <u>Proficiency</u> Tests are for those persons who already have some knowledge of a given language, and are designed to test how well a person reads, writes, and speaks that language. Individuals applying for intermediate or advanced study of a language may be required by the Office of Training to take the proficiency test in that language in order to determine just what further training will be most rewarding. The written part of the test (covering reading and writing) requires about 3 - 4 hours and is given in the morning. The oral part requires about 15 minutes for each person and is given in the afternoon. Individuals may elect, or be required to take tests in reading, writing, or speaking, or any combination of these capabilities. All tests are administered on Wednesday. The test schedule for the first six months of 1957 follows. Call extension at least one week prior to the date of a test, to arrange an appointment.

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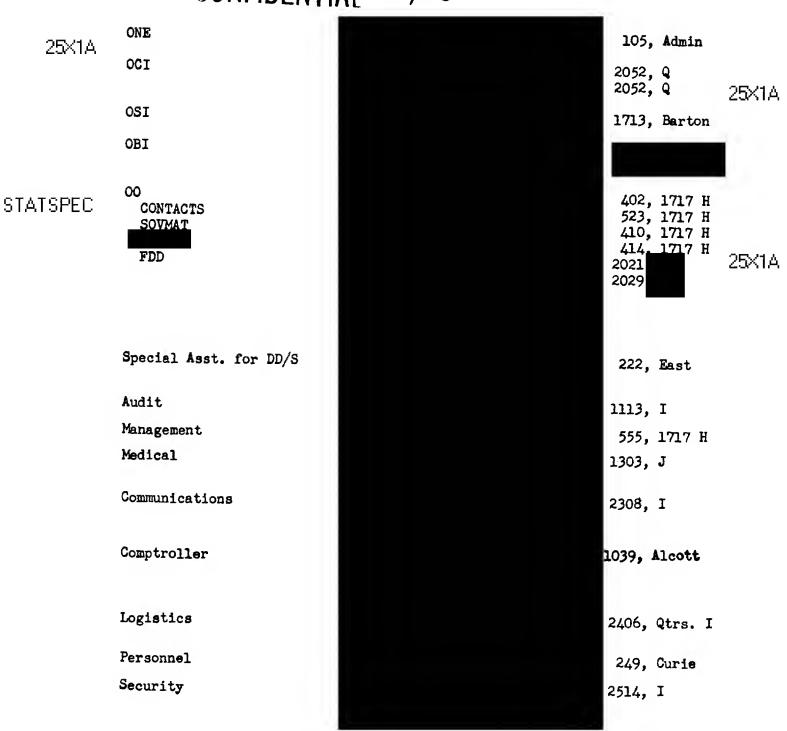
LANGUAGES	TEST DATES	LANGUAGES	TEST DATES
Arabic Bulgarian	22 May 8 May	Italian Norwegian	13 March 10 April
French	13 February 1 May	Russian	27 February 24 April
German	6 February 3 April	Spanish	26 June 30 January
	5 June	opanisn	17 April

OTR AND AGENCY TRAINING OFFICER DIRECTORIES

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Approved For Release 2002/01/24) FIA RDF 78-06370A000100010040-1

Approved For Release 2002/01/29: 614/RDP78-06370A000100010040-1



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